

Good morning,

My name is Brian Smith. I am a former employee of Startech International Security and a Union Steward for the SPFPA International Union.

I would like to take a few moments of your time to respectfully and directly address the current issue(s) regarding security. Namely, **to ensure that security professionals are able to effectively protect federal employees and their workplaces.**

Although addressed in first person, I not only represent myself and my personal experiences, but the sum total of the voice and petition of all former Startech employees.

For the past 12 to 24 months, Startech International Security has repeatedly failed to pay salaries to its employees in a timely manner, and in accordance with their collective bargaining agreement(s). The most notable occurrences trail back to Feb. 24th 2006, with concurrent dates to include June 16th 2006, March 23rd 2007, May 4th 2007, May 18th 2007, and June 1st 2007. On each occasion, payroll has either been shortened, delayed, or simply not available.

As a result, I endured massive and elongated hardships. I have been penalized by my respective banking and financial institutions for the numerous overdraft and insufficient funds fees on my account(s). I have had to resort to pay-day loans and high interest cash advances in order to get through from one pay period to the next. I have even had to borrow money from friends and relatives in order to help pay bills and provide food for my wife and three boys.

On June 9th I became an alumnus of Nyack College, with a bachelor's in Organizational Management. However, due to the negative status of my bank account and a dishonored payment to the college, I was almost unable to participate in my own graduation. All of the hard work, dedication, time off from family amongst other great sacrifices made, seemed somewhat to no avail. The anticipation of celebrating one of the most monumental educational achievements in my life has been sadly overtaken by disappointment. Today, I am still unable to receive my degree or a transcript as a result.

To say the least, I (as well as my fellow colleagues) have been humiliated, embarrassed, defamed of character, and are experiencing credit damage resulting from negative and derogatory reporting. Hence this entire experience has left Startech employees ultimately devastated! This in fact is enough to hinder effective job performance, but with a sense of duty, we continued to go to work as prescribed by the Federal Protective Service in order to protect the governments' assets which include the employees of the U.S. government, within various government facilities on United States Federal properties.

Amongst other monetary issues, Union dues have been deducted from employee paychecks each pay period, but not submitted to the Union since Sept. 2006. Health insurance and 401k contributions have also been deducted, but not properly administrated on behalf of the employees. For many contract sights to include Oxon Hill Data Center, Landover Warehouse, AOL in Reston VA, and the FDA in College Park MD, a total of \$528 monthly per employee has been allotted by the Federal Government for health and welfare, but no adequate plan was ever

put in place. Many covered employees were even denied medical coverage or mailed a bill with demands for payments from doctor's offices. To that extent, I am gravely concerned about my sick and personal leave and vacation time that was accrued. Also, the employer pension contributions, where are they? Is all yet lost? In regards to protecting "people" and "property", the biggest questions of the day are: "Who is going to protect us (the security professional) or our property when we have not compensated for the work that we do. How long do we have to wait, or our families have to suffer before we are properly recompensed for our circumstances? How much more are we to endure?

Undoubtedly, there is a very serious problem, as Startech International Security is not the first or only company to steal monies from their employees as well as the Federal Government, put its employees in such dire straits and hide under the veil of bankruptcy.

Thus, it is imperative that a solution is found to prevent these occurrences from ever happening again.

In conclusion, this literary correspondence represents the disgruntled and discontented but diligent, dedicated, and loyal security professionals who have endured these tumultuous circumstances, working without pay or compensation throughout the duration of the past 4-6 weeks.